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ular trade-unions; and a meager statement of the principles discerned in the policy of the union as to the extension of the area of the uniform rate.

Chapter 4 is given up largely to a classification of the trade-unions from the viewpoint of their attitude toward the system of wage payment, and to a statement and enumeration of those trade-unions which fall into the five different classes.

Throughout the work there is much information concerning the customs of individual unions and their attitudes toward specific policies. It comprises a most eloquent statement of difficulties, irregularities, qualifications, exceptions, interpretations, etc., that must be taken into account when attempting to put into practice anything that approaches uniformity or standardization.

The two chief adverse criticisms have to do with the length and the omissions. The main body of the work is needlessly drawn out; much of the reader's time could have been saved without detracting from the clearness or completeness of the monograph if some of the data embodied in the main part of the page had been put into the footnotes. After making a general statement which covers perhaps a few lines, the author then proceeds to follow it with page after page of data illustrating the statement. An example is found in chapter 3, where, after giving a page and a half to general discussion, he devotes the next forty pages largely to a detailed statement of the struggles of various unions in attempting to extend the area of the standard rate.

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Finding Employment for Children who Leave the Grade Schools to go to Work. Report to the Chicago Woman's Club, The Chicago Association of Collegiate Alumnae and The Woman's City Club. (Chicago School of Civics and Philanthropy, Department of Social Investigation. Russell Sage Foundation. 1912. Pp. 56. 25 cents.)

In a manner, at once attractive and serious, the social consequences of what might be called the *deformative* years of a child's life are briefly described in the first pages of this report prepared by Sophonisba P. Breckinridge, Edith Abbott, and Anne S. Davis. "At the age when children in a well-to-do family are still treated as children and never allowed to make any important

decision about their future careers, the boy or girl in a poor family is turned loose to find work alone." The three important aspects of the problem are: (1) to discover the opportunities for employment, "educational and disciplinary instead of demoralizing"; (2) to devise the machinery for "fitting the right boy or girl into the right job"; (3) to supervise the child so placed.

The outline proceeds to present the satisfactory results of a small experiment in Chicago with boys from the parental school and girls from settlements, especially the handicapped children, and from the Washburne school—the latter a normal group. The summary on pages ten to eleven of what such practical vocational guidance requires is admirable. Probably the brevity of the experiment accounts for the failure to present many specific suggestions as to methods, especially with regard to relations with school, parent, child, and employer, which would be of inestimable value to others entering upon a similar task. The two convictions produced by the experiment are evidently: (1) the importance of creating trade schools in Chicago; (2) the "great need of undertaking the delicate task of employment supervision . . . a proper function of the school."

That a knowledge of the industries in which children may and should be employed is vital to the successful issue of any child employment bureau is recognized by the experiments undertaken in America and is especially emphasized by the English Juvenile Labour Exchanges. The outline here given of "the opportunities of employment in Chicago open to girls under sixteen" is typical of the sort of working survey which must be made in immediate connection with the bureau. One may query their value to the reader, except for general information, for the indefiniteness of knowledge due to the limited scope of enquiry as to type of work, opportunities, and wage and seasonal conditions bars its utility for actual guidance elsewhere. The fuller studies proposed will surely be invaluable.

Not the least important section of the pamphlet is the outline of the movement for the direction of juvenile employment in England, through the coöperation of the Board of Trade (Labour Exchanges) and the Board of Education (Education Committees). The list of Trade and Technical Classes for Girls in Chicago and the selected bibliography relating to employment supervision supply valuable working data.

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